

# GRI Content Index

This Report covers items that are considered to be important on a priority basis, and do not encompass all indicators. Due to space limitations, indicators that are not considered relevant, or which have not been included in this Report, have been excluded from this Content Index. Some indicators have also been paraphrased or consolidated. Please refer to the website for a detailed Content Index.

Indicator	Page and Relevant Materials
<b>1. Strategy and Analysis</b>	
1.1	Statement from the most senior decision-maker of the organization about the compatibility of the sustainability to the organization, and the strategy ◇ Message from the President (P7-8)
1.2	Description of key impacts, risks, and opportunities. ◇ TOK's Management Principles and CSR (P9-10) ◇ TOK Group's "tok Medium-Term Plan 2015" (P11-12) ◇ Environmental Initiatives (P26)
<b>2. Organizational Profile</b>	
2.1-2.9	Organizational profile, products and services, markets, operational structure, scale of organization, changes, etc. ◇ Corporate Data (P2) ◇ TOK's Technologies and Business Fields (P3-4) ◇ TOK's Business Hubs and Business Activities (P5-6) ◇ Financial Statements
2.10	Awards received in the reporting period. ◇ Pursuit of Customer Satisfaction (P19)
<b>3. Report Parameters</b>	
<b>Profile of the Report</b>	
3.1-3.4	Reporting organization, date of publication, reporting cycle, contact point for questions regarding the report, etc. ◇ Editorial Policy (P1) ◇ Back Cover
<b>Scope and Boundaries of the Report</b>	
3.5	Process for defining report content ◇ Editorial Policy (P1) ◇ TOK's Management Principles and CSR (P9-10)
3.6-3.7	Boundaries of the report, specific limitations on the scope or boundaries of the report ◇ Editorial Policy (P1) ◇ TOK's Management Principles and CSR (P9-10)
3.9	Data measurement techniques and the bases of calculations ◇ Explanation of calculation method and basis where necessary
<b>GRI Content Index</b>	
3.12	Table identifying the location of the Standard Disclosures in the report. ◇ GRI Content Index (P38)
<b>Assurance</b>	
3.13	Policy and current practice with regard to seeking external assurance for the report. ◇ Third-Party Opinions (P37)
<b>4. Governance, Commitment, and Engagements</b>	
<b>Governance</b>	
4.1-4.3	Governance structure, composition and compensation for the highest governance body, etc. ◇ Corporate Governance System (P13-14) ◇ Financial Statements
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. ◇ Corporate Governance System (P13-14) ◇ Strengthening the Compliance System (P15) ◇ Human Rights Initiatives (P21) ◇ Financial Statements
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance. ◇ Corporate Governance System (P13-14)
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided. ◇ Corporate Governance System (P13-14)
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation. ◇ TOK's Management Principles and CSR (P9-10) ◇ TOK Group's "tok Medium-Term Plan 2015" (P11-12) ◇ Environmental Management (P29-30)
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles. ◇ Corporate Governance System (P13-14)
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. ◇ Corporate Governance System (P13-14) ◇ Financial Statements
<b>Commitment to External Initiatives</b>	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization. ◇ Governance: How It is Linked to the Shareholders and Investors (P13-16) ◇ Environmental Management (P29)
<b>Participation of Stakeholders</b>	
4.16	Approaches to stakeholder engagement. ◇ Collaboration with Recycling Companies (P34) ◇ A Good Corporate Citizen (P25)
<b>5. Management Approach and Performance Indicators</b>	
<b>Economic</b>	
Management approach	◇ TOK Group's "tok Medium-Term Plan 2015" (P11-12) ◇ Financial Statements
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EC 1	Direct economic value generated and distributed. ◇ Financial Highlights (P1) ◇ Financial Statements
EC 2	Financial implications and other risks and opportunities for the organization's activities due to climate change. ◇ Results of Environmental Conservation Activities in Fiscal 2012 (P26) ◇ Environmental Performance/Environmental Accounting (P27-28)
EC 3	Coverage of the organization's defined benefit plan obligations. ◇ Financial Statements
<b>Aspect: Presence in the Market</b>	
EC 6	Policy, practices, and proportion of spending on suppliers. ◇ Strengthening the Compliance System (P15)
<b>Aspect: Indirect Economic Impacts</b>	
EC 8	Infrastructure investments and services provided primarily for public benefit. ◇ A Good Corporate Citizen (P25)
EC 9	Understanding and describing significant indirect economic impacts. ◇ Environmental Accounting (P28)
<b>Environmental</b>	
Management approach	◇ Environmental Initiatives (P26)
<b>Aspect: Raw Materials</b>	
EN 1	Materials used by weight or volume. ◇ Creation of a Recycling-Based Society: Initiatives to Achieve Zero Emissions (P33)
<b>Aspect: Energy</b>	
EN 3-5,7	Direct and indirect energy consumption by primary energy source, energy saved due to conservation and efficiency improvements, initiatives to reduce indirect energy consumption ◇ Environmental Performance (P27-28) ◇ Initiatives to Reduce Environmental Burden (P31-32)
EN 6	Initiatives to provide renewable energy or energy-efficient products and services. ◇ Taking Up the Challenge to "Continue Efforts to Enhance Our Technology" and "Raise the Quality Levels of Products" (P17-18)

Indicator	Page and Relevant Materials
<b>Aspect: Water</b>	
EN 8	Total water withdrawal by source. ◇ Environmental Performance (P27-28) ◇ Initiatives to Reduce Environmental Burden (p31-32)
<b>Aspect: Biodiversity</b>	
EN 13-14	Habitats protected or restored; strategies, etc. for managing impacts on biodiversity ◇ Initiatives to Reduce Environmental Burden (P31-32)
<b>Aspect: Emissions, Effluence and Waste</b>	
EN 16-18	Total direct and indirect, and the related indirect greenhouse gas emissions, and initiatives to reduce emissions ◇ Initiatives to Reduce Environmental Burden (P31-32)
EN 19	Emissions of ozone-depleting substances by weight. ◇ Initiatives to Reduce Environmental Burden (P31-32)
EN 20	NOx, SOx, and other significant air emissions by type and weight. ◇ Initiatives to Reduce Environmental Burden (P31-32)
EN 21	Total water discharge by quality and destination. ◇ Initiatives to Reduce Environmental Burden (P31-32)
EN 22	Total weight of waste by type and disposal method. ◇ Creation of a Recycling-Based Society: Initiatives to Achieve Zero Emissions (P33)
<b>Aspect: Products and Services</b>	
EN 26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. ◇ Appropriate Management of Chemical Substances (P35-36)
<b>Aspect: Compliance</b>	
<b>Aspect: Transport</b>	
EN 29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. ◇ Environmental Performance (P27-28) ◇ Initiatives to Reduce Environmental Load (P31-32)
<b>Aspect: Overall</b>	
EN 30	Total environmental protection expenditures and investments by type. ◇ Environmental Accounting (P28)
<b>Labor Practices and Decent Work (Fair Labor Conditions)</b>	
Management approach	◇ Creating a "Frank and Open-Minded" Workplace Where Workers are Motivated (P21-24)
<b>Aspect: Employment</b>	
LA 1	Total workforce by employment type, employment contract, and region, broken down by gender. ◇ Initiatives for Fair Working Conditions (Decent Work) (P22)
<b>Aspect: Labor/Management Relations</b>	
<b>Aspect: Occupational Health and Safety</b>	
LA 7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender. ◇ Initiatives for Fair Working Conditions (Decent Work) (P22)
LA 8	Education, training, counseling, prevention, and risk-control programs in place to assist employees, their families, or community members regarding serious diseases. ◇ Initiatives for Fair Working Conditions (Decent Work) (P22)
LA 9	Health and safety topics covered in formal agreements with trade unions. ◇ Safety and Health Initiatives (P24)
<b>Aspect: Training and Education</b>	
LA 11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. ◇ Initiatives for Fair Working Conditions (Decent Work) (P23)
<b>Aspect: Diversity and Equal Opportunity</b>	
LA 13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. ◇ Initiatives for Fair Working Conditions (Decent Work) (P22)
<b>Aspect: Equal Remuneration for Men and Women</b>	
<b>Human Rights</b>	
Management approach	◇ Human Rights Initiatives (P21)
<b>Aspect: Investment and Procurement Practices</b>	
<b>Aspect: Non-discrimination</b>	
<b>Aspect: Freedom of Association</b>	
<b>Aspect: Child Labor, Forced and Compulsory Labor, Indigenous Rights</b>	
<b>Aspect: Security Practices</b>	
HR 8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. ◇ Human Rights Initiatives (P21)
<b>Aspect: Assessment</b>	
<b>Aspect: Remediation</b>	
HR 11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms. ◇ Human Rights Initiatives (P21)
<b>Society</b>	
Management approach	◇ Strengthening the Compliance System (P15) ◇ A Good Corporate Citizen (P25)
<b>Aspect: Community</b>	
SO 1	Percentage of operations implementing local community engagement, impact assessments, and development programs. ◇ A Good Corporate Citizen (P25)
<b>Aspect: Corruption</b>	
SO 3	Percentage of employees trained in the organization's anti-corruption policies and procedures. ◇ Strengthening the Compliance System (P15)
<b>Aspect: Public Policy</b>	
<b>Aspect: Anti-competitive Behavior</b>	
<b>Product Responsibility</b>	
Management approach	◇ Pursuit of Customer Satisfaction (P19-20) ◇ Appropriate Management of Chemical Substances (P36)
<b>Aspect: Customer Health and Safety</b>	
PR 1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. ◇ Appropriate Management of Chemical Substances (P36)
<b>Aspect: Product and Service Labeling</b>	
PR 3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. ◇ Appropriate Management of Chemical Substances (P36)
<b>Aspect: Marketing Communications</b>	
<b>Aspect: Customer Privacy</b>	
<b>Aspect: Compliance</b>	